



Governor's Minority Advisory Councils Joint Subcommittee on Recruitment and Retention

The Governor's Minority Advisory Councils created a Joint Subcommittee on Recruitment and Retention that began to meet in June 2006 to consider questions related to workforce diversity within the state of Arizona. The Subcommittee has met bi-weekly and has developed a strategic diversity plan for the Governor to consider.

At the time of this writing, the Subcommittee is preparing to present its recommendations to the Governor for adoption. These recommendations will include creation of an Arizona Diversity Council and an Office of Diversity.

The Subcommittee created the following Mission and Vision statements:

Subcommittee Mission

"A comprehensive strategic action plan, inclusive of measurable goals, that highlights best practices, enhances the State's ability to succeed in a global marketplace, and assists the State in cultivating a diverse and inclusive workforce at all organizational levels of State government; a workforce that reflects the changing demographics of our growing multi-cultural community."

Subcommittee Vision

"A diverse multi-cultural workforce that reflects the community, promotes equal opportunity at all levels of public employment, and creates an inclusive work environment that enables all individuals to perform to their fullest potential free from discrimination."

The intent of this Subcommittee is to recommend to the Governor, for implementation by Executive Order, a statewide strategic diversity plan to begin a dialog on best practices in recruitment and retention of all qualified state employees.

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